UNITED STATES OF NATIONAL LABOR RELA CHARGE AGAINST	DO NOT WRITE IN THIS SPACE Case Date Filed 10-CA-137971 10-1-14				
	d 4 copies of this charge with NLRB Regiona re alleged unfair labor practice occurred or is				
1. EMPLO	YER AGAINST WHOM CHARGE IS	S BROUGHT			
a. Name of Employer (b) (6), (b) (7)(C)-JKS & K, Inc. d/b/a McDonald McDonald's Corp., as Joint and Single Emp	b. Number of workers employed 100				
c Address	d Employer Representative	e. Telephone No.			
(b) (6), (b) (7)(C)-JKS & K Inc. 8584 Rivers Ave., Suite 103 North Charleston, SC 29406	JKS & K Inc.: (6) (6), (6) (7)(C)	(843) 744-0626			
McDonald's Corp. 2111 McDonald's Dr. Oak Brook, IL 60523	McDonald's: Gloría Santona				
F Type of Establishment g. Identify principal product or service Restaurant Food Service					
h The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection s(1), (3), and (4) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.					
2. BASIS OF THE CHARGE (Set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2014, the above named employer unlawfully interfered with, restrained, and coerced employees in the exercise of their rights under the Act by terminating employee (b) (6), (b) (7)(C) in retaliation for engaging in union activity and participating in proceedings before the NLRB.					
Full name of party filing charge (if labor organization Southern Workers Organizing Committee	on, give full name, including local name and	number)			
4a. Address (street and number, city, state, and ZIP c	ode)	4b. Telephone No. Emily Ricards			
314 S. Wilmington St., Suite 207 Raleigh, NC 27601	(989) 513-8488				
5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be tilled in when charge is filled by a labor organization)					
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.					
(Signaturé of representative or person making	charge)	Paul Smith, Attorney (Title if any)			
	opa Drive, Suite 420 Chapel Hill, N	•			
(Date) 10/1/2 or 1					
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)					



Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858 Download NLRB Mobile App

October 2, 2014

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) -JKS & K, Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single

Employers 8584 Rivers Ave Charleston, SC 29406

REGION 10

233 Peachtree St NE

Harris Tower Ste 1000

Atlanta, GA 30303-1504

Gloria Santona, Counsel McDonald's Corp 2111 McDonald's Drive Oak Brook, IL 60523

Re: (b) (6), (b) (7)(C) -JKS & K, Inc. d/b/a

Mcdonald's & McDonald's Corp., as Joint

and Single Employers Case 10-CA-137971

Dear (b) (6), (b) (7)(C), Ms. Santona:

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<u>Investigator</u>: This charge is being investigated by Field Attorney JEFFREY D. WILLIAMS whose telephone number is (404)331-2899. If this Board agent is not available, you may contact Supervisory Field Attorney LISA HENDERSON whose telephone number is (404)331-2889.

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<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

- 2 -

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Mcdonald's & McDonald's Corp., as Joint and Single Employers
Case 10-CA-137971

Very truly yours,

CLAUDE T. HARRELL JR. Regional Director

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

cc: Matthew Korn, Esquire Post Office Box 11612 Columbia, SC 29211

STEPHEN C. MITCHELL, ESQ. Fisher & Phillips, LLP 1320 Main St Ste 750 Columbia, SC 29201-3284

Doreen S. Davis, Attorney Jones Day 222 East 41st Street New York, NY 10017-6702

Andrew G. Madsen, ESQ. Jones Day 77 W. Wacker Drive, Suite 3500 Chicago, IL 60601-1701

JONATHAN M LINAS, Attorney Jones Day 77 W WACKER DR., Ste. 3500 CHICAGO, IL 60601-1692

D : 12/21/2011	NATION	AT T ABOD DET A	TIONO	DOLDD				
Revised 3/21/2011 NATIONAL LABOR RELATIONS BOARD								
QU	ESTIONNAIRE		CE IN	FORMATION				
Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.								
CASE NAME (A) (A) (A) (A) (B) (A) (B) (B) (B) (B) (B) (B) (B) (B) (B) (B								
	/b/a Mcdonald's	s & McDonald	d's Co	orp., as Joint and	10-CA-	13/9/1		
Single Employers								
1. EXACT LEGAL TITLE OF ENTITY (As filed with State an	d/or stated in legal	docum	ents forming entity)				
2. TYPE OF ENTITY					_	_	_	_
	ID [] DADTNE	Dellin L L COLL	C DROD	RIETORSHIP [] OTHEI) (Cif-)			
	LP [] PARTNE	KSHIP [] SOLI	E PROP	RIETORSHIP [] OTHER	(Specify)			
3. IF A CORPORATION or LLC A. STATE OF INCORPORATION	R NAME ADDRE	SS AND REI ATIO	NSHID	(e.g. parent, subsidiary) OF AI	I RELATED) ENTITIES		
OR FORMATION	D. IVAIVIL, ADDICL	35, AIVD KLEATIO	1131111	(c.g. parchi, subsidiary) Of Ar	L KLLATLI	LIVIIILS		
4. IF AN LLC OR ANY TYPE OF PART	NERSHIP, FULL N	AME AND ADDRE	ESS OF	ALL MEMBERS OR PART	NERS			
5. IF A SOLE PROPRIETORSHIP, FUL	L NAME AND ADD	RESS OF PROPRI	ETOR					
,								
6. BRIEFLY DESCRIBE THE NATURE	OF VOUR OPERAT	TIONS (Products he	mdlad o	r manufactured or nature of se	prvices perfor	mad)		
o. BRIEFET BESCRIBE THE TATTOR	OI TOOK OI LICE	110115 (17044615714	тигеи о	managaciarea, or nature of se	i vices perjor	meuj.		
7. A. PRINCIPAL LOCATION:		B. BRANCH LO	CATIO	NS:				
8. NUMBER OF PEOPLE PRESENTLY	FMPI OVED				_	_	_	_
A. Total:		ess involved in this m		A DECOMPTED A LA DECOM	T TID (DIL)			,
9. DURING THE MOST RECENT (Che	ck appropriate box): [] CALENDAR YE	K []]	2 MONTHS or [] FISCA	LYK (FY de	ates	YES	NO
A. Did you provide services valued in	excess of \$50,000 di	rectly to customer	rs outsi	de vour State? If no. indica	te actual val	ue.	ILS	110
\$, ,				
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods								
valued in excess of \$50,000 from dis								
\$								
C. If you answered no to 9A and 9B, did								
newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If								
less than \$50,000, indicate amount. \$ D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000 indicate								
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$								
E. If you answered no to 9D, did you se	ell goods valued in e	excess of \$50,000	directly	to customers located inside	e vour State	who		
purchased other goods valued in exc	ess of \$50,000 from	directly outside y	our Sta	ite? If less than \$50,000, in	dicate amou	ınt.		
\$								
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate								
amount. \$								
G. Did you purchase and receive good			iterpris	es who received the goods of	lirectly from	1 points		
outside your State? If less than \$5			4					
H. Gross Revenues from all sales or p [] \$100,000 [] \$250,000 [] \$5								
				100,000, marcate amount.			1	
I. Did you begin operations within								
10 ARE YOU A MEMBER OF AN ASSO	CIATION OR OTH		ROUP	THAT ENGAGES IN COLL	ECTIVE BA	ARGAININ	5 ?	
[] YES [] NO (If yes, name and address of association or group).								
	address of association							
11. REPRESENTATIVE BEST QUALIFI	address of association					I mer see	(DEB	
[] YES [] NO (If yes, name and 11. REPRESENTATIVE BEST QUALIFY NAME	address of association			OUT YOUR OPERATIONS L ADDRESS		TEL. NUI	/BER	
11. REPRESENTATIVE BEST QUALIFI	address of association					TEL. NUI	MBER	
11. REPRESENTATIVE BEST QUALIFI NAME	address of association ED TO GIVE FURT TITLE	HER INFORMATI	E-MAI	L ADDRESS			MBER .	
11. REPRESENTATIVE BEST QUALIFI NAME	address of association ED TO GIVE FURT TITLE	HER INFORMATI	E-MAI			BE .	MBER ATE	
11. REPRESENTATIVE BEST QUALIFICATION NAME 12. AUTHO	address of association ED TO GIVE FURT TITLE RIZED REPRES	HER INFORMATI	E-MAI	L ADDRESS LETING THIS QUEST		BE .		

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may

cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue	court.

UNITED STATES OF AMERICA

BEFORE THE NATIONAL LABOR RELATIONS BOARD

(b) (6), (b) (7)(C)-JKS & K, INC. D/B/A MCDONALD'S & MCDONALD'S CORP., AS JOINT AND SINGLE EMPLOYERS

Charged Party

and

SOUTHERN WORKERS ORGANIZING COMMITTEE

Charging Party

Case 10-CA-137971

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on October 2, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)
-JKS & K, Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers
8584 Rivers Ave
Charleston, SC 29406

Matthew Korn, Esquire Post Office Box 11612 Columbia, SC 29211

STEPHEN C. MITCHELL, ESQ. Fisher & Phillips, LLP 1320 Main St Ste 750 Columbia, SC 29201-3284

Gloria Santona, Counsel McDonald's Corp 2111 McDonald's Drive Oak Brook, IL 60523 Doreen S. Davis, Attorney Jones Day 222 East 41st Street New York, NY 10017-6702

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JONATHAN M LINAS, ESQ., Attorney Jones Day 77 W WACKER DR., Ste. 3500 CHICAGO, IL 60601-1692

October 2, 2014	Enter NAME, Designated Agent of NLRB
Date	Name
	Signature



ARD

Agency Website: www.nlrb.gov Download

Download NLRB Mobile App

REGION 10 233 Peachtree St NE Harris Tower Ste 1000 Atlanta, GA 30303-1504

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Employers 8584 Rivers Ave Charleston, SC 29406

Gloria Santona, Counsel McDonald's Corp 2111 McDonald's Drive Oak Brook, IL 60523

Re: (b) (6), (b) (7)(C)-JKS & K, Inc. d/b/a

Mcdonald's & McDonald's Corp., as Joint and Single Employers

Telephone: (404)331-2896

Fax: (404)331-2858

Case 10-CA-137971

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Claude T Harrell &

Regional Director

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	Enter NAME, Designated Agent of NLRB
Date	Name
	Signature



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Atlanta, GA 30303-1504

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CLAUDE T. HARRELL JR. Regional Director

Claude T Harrell &

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D : 12/21/2011	NATION	AT T ABOD DEL AT	CTONIC	DOADD				
Revised 3/21/2011 NATIONAL LABOR RELATIONS BOARD								
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Single Employers	o/a Medoliaid	s & McDollaid	15 C	np., as joint and	10-CA-	13/9/1		
1. EXACT LEGAL TITLE OF ENTITY ('As filed with State an	nd/or stated in legal (docum	ents forming entity)				
I. EXECT ELONE TITLE OF ENTITY	713 Hett With State an	in or staten in regard	uocum	into forming entity)				
2. TYPE OF ENTITY								
[] CORPORATION [] LLC [] L	LP [] PARTNE	RSHIP [] SOLE	PROP	RIETORSHIP [] OTHEI	R (Specify)			
3. IF A CORPORATION or LLC								
A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRE	SS, AND RELATION	NSHIP	(e.g. parent, subsidiary) OF AI	LL RELATEI) ENTITIES	S	
4. IF AN LLC OR ANY TYPE OF PART	NERSHIP, FULL N	AME AND ADDRES	SS OF	ALL MEMBERS OR PART	NERS			
	,							
5. IF A SOLE PROPRIETORSHIP, FUL	L NAME AND ADD	RESS OF PROPRII	ETOR					
,								
6. BRIEFLY DESCRIBE THE NATURE	OF YOUR OPERAT	TIONS (Products har	ndled o	r manufactured, or nature of se	ervices perfor	med).		
7. A. PRINCIPAL LOCATION:		B. BRANCH LOC	CATIO	NS:				
8. NUMBER OF PEOPLE PRESENTLY	EMPLOYED							
A. Total:	B. At the addre	ess involved in this m	atter:					
9. DURING THE MOST RECENT (Che	ck appropriate box): [] CALENDAR YR	[]]	2 MONTHS or [] FISCA	L YR (FY d	ates)
							YES	NO
A. Did you provide services valued in \$		-						
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.								
\$								
C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If								
less than \$50,000, indicate amount. \$ D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate								
amount. \$ E. If you answered no to 9D, did you see	ell goods valued in e	excess of \$50,000 d	lirectly	to customers located inside	e your State	who		
purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.								
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$								
G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$								
H. Gross Revenues from all sales or performance of services (Check the largest amount) [] \$100,000 [] \$250,000 [] \$500,000 [] \$1,000,000 or more If less than \$100,000, indicate amount.								
I. Did you begin operations within	the last 12 months?	If yes, specify d	ate:					
10 ARE YOU A MEMBER OF AN ASSO	CIATION OR OTH	ER EMPLOYER GI	ROUP	THAT ENGAGES IN COLL	ECTIVE BA	ARGAININ	G?	
[] YES [] NO (If yes, name and	address of association	or group).						
11. REPRESENTATIVE BEST QUALIFI	ED TO GIVE FURT	HER INFORMATION	ON AB	OUT YOUR OPERATIONS				
NAME	TITLE			L ADDRESS		TEL. NU	MBER	
12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE								
NAME AND TITLE (Type or Print)	SIGNATURE	LIMITEC	J.,11	E-MAIL ADDRESS	JOINTAIN		DATE	

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may

cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enfo	orcement of the subpoena in federal court.

UNITED STATES OF AMERICA

BEFORE THE NATIONAL LABOR RELATIONS BOARD

(b) (6), (b) (7)(C)-JKS & K, INC. D/B/A MCDONALD'S & MCDONALD'S CORP., AS JOINT AND SINGLE EMPLOYERS

Charged Party

and

SOUTHERN WORKERS ORGANIZING COMMITTEE

Charging Party

Case 10-CA-137971

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)
-JKS & K, Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers
8584 Rivers Ave
Charleston, SC 29406

Matthew Korn, Esquire Post Office Box 11612 Columbia, SC 29211

STEPHEN C. MITCHELL, ESQ. Fisher & Phillips, LLP 1320 Main St Ste 750 Columbia, SC 29201-3284

Gloria Santona, Counsel McDonald's Corp 2111 McDonald's Drive Oak Brook, IL 60523 Doreen S. Davis, Attorney Jones Day 222 East 41st Street New York, NY 10017-6702

Andrew G. Madsen, ESQ. Jones Day 77 W. Wacker Drive, Suite 3500 Chicago, IL 60601-1701

JONATHAN M LINAS, ESQ., Attorney Jones Day 77 W WACKER DR., Ste. 3500 CHICAGO, IL 60601-1692

	Enter NAME, Designated Agent of NLRB
Date	Name
	Signature



Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858 Download NLRB Mobile App

October 2, 2014

(b) (6), (b) (7)(C) -JKS & K, Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers

J8584 Rivers Ave Charleston, SC 29406

REGION 10

233 Peachtree St NE

Harris Tower Ste 1000

Atlanta, GA 30303-1504

(b) (6), (b) (7)(C) -JKS & K, Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers (b) (6), (b) (7)(C)

J8584 Rivers Ave Charleston, SC 29406

Re: (b) (6), (b) (7)(C)-JKS & K, Inc. d/b/a

Mcdonald's & McDonald's Corp., as Joint and Single Employers

Case 10-CA-137971

Dear (b) (6), (b) (7)(C), Ms. Santona:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JEFFREY D. WILLIAMS whose telephone number is (404)331-2899. If this Board agent is not available, you may contact Supervisory Field Attorney LISA HENDERSON whose telephone number is (404)331-2889.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this

(b) (6), (b) (7)(C) JKS & K, Inc. d/b/a Mcdonald's & McDonald's Corp., as Joint and Single Employers Case 10-CA-137971

proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Procedures:</u> We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Mcdonald's & McDonald's Corp., as Joint and Single Employers
Case 10-CA-137971

Very truly yours,

CLAUDE T. HARRELL JR. Regional Director

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

cc: Matthew Korn, Esquire Post Office Box 11612 Columbia, SC 29211

STEPHEN C. MITCHELL, ESQ. Fisher & Phillips, LLP 1320 Main St Ste 750 Columbia, SC 29201-3284

Doreen S. Davis, Attorney Jones Day 222 East 41st Street New York, NY 10017-6702

Andrew G. Madsen, ESQ. Jones Day 77 W. Wacker Drive, Suite 3500 Chicago, IL 60601-1701

JONATHAN M LINAS, Attorney Jones Day 77 W WACKER DR., Ste. 3500 CHICAGO, IL 60601-1692

D : 12/21/2011	NATION	I I ADOD DEL ATIO	NG DO LDD			
Revised 3/21/2011 NATIONAL LABOR RELATIONS BOARD						
QU	ESTIONNAIRE	ON COMMERCE	INFORMATION			
Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.						
CASE NAME (A) (A) (A) (A) (B) (A) (B) (B) (B) (B) (B) (B) (B) (B) (B) (B						
	/b/a Mcdonald's	& McDonald's	Corp., as Joint and	10-CA-137971		
Single Employers						
1. EXACT LEGAL TITLE OF ENTITY (As filed with State an	d/or stated in legal doc	uments forming entity)			
2 TYPE OF ENTITY						
2. TYPE OF ENTITY			A CARDETTO PARTY AND A CARDETT	2.42		
[] CORPORATION [] LLC [] L	LP [] PARTNEI	RSHIP [] SOLE PE	ROPRIETORSHIP [] OTHER	R (Specify)		
3. IF A CORPORATION or LLC	D MAME ADDRES	CC AND DELATIONE	IID (ti ti) OF AI	I DELATED ENTERIC		
A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRES	SS, AND RELATIONS	HIP (e.g. parent, subsidiary) OF AI	LL RELATED ENTITIES		
OKTORWINION						
4. IF AN LLC OR ANY TYPE OF PART	NERSHIP, FULL NA	AME AND ADDRESS	OF ALL MEMBERS OR PART	NERS		
5. IF A SOLE PROPRIETORSHIP, FUL	I NAME AND ADD	DESC OF DDODDIET	OB			
5. If A SOLE PROPRIETORSHIP, FUL	L NAME AND ADD	RESS OF FROFRIET	OK			
6. BRIEFLY DESCRIBE THE NATURE	OF YOUR OPERAT	TIONS (Products handle	ed or manufactured, or nature of se	ervices performed).		
7. A. PRINCIPAL LOCATION:		B. BRANCH LOCA	ΓΙΟΝS:			
		21 212 (012 20 011				
8. NUMBER OF PEOPLE PRESENTLY	EMPLOYED					
A. Total:	B. At the addre	ss involved in this matte	er:			
9. DURING THE MOST RECENT (Che	ck appropriate box): [] CALENDAR YR	[] 12 MONTHS or [] FISCA	L YR (FY dates)
:1	C##0 000 1				YES	NO
A. Did you provide services valued in	excess of \$50,000 di	rectly to customers of	utside your State? If no, indica	te actual value.		
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods						
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valued in excess of \$50,000 from directly outside your state? If no, indicate the value of any such services you provided.						
C. If you answered no to 9A and 9B, did	vou provide servic	es valued in excess o	f \$50,000 to public utilities, tra	nsit systems.		
newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$						
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate						
amount. \$	amount. \$					
E. If you answered no to 9D, did you so	ell goods valued in e	xcess of \$50,000 dire	etly to customers located inside	e your State who		
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PRIVACY ACT STATEMENT

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cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement of the subpoena in federal or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue you are subpoena and seek enforcement or cause the NLRB to issue	court.

UNITED STATES OF AMERICA

BEFORE THE NATIONAL LABOR RELATIONS BOARD

(b) (6), (b) (7)(C) JKS & K, INC. D/B/A MCDONALD'S & MCDONALD'S CORP., AS JOINT AND SINGLE EMPLOYERS

Charged Party

and

SOUTHERN WORKERS ORGANIZING COMMITTEE

Charging Party

Case 10-CA-137971

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on October 2, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)
-JKS & K, Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers
8584 Rivers Ave
Charleston, SC 29406

Matthew Korn, Esquire Post Office Box 11612 Columbia, SC 29211

STEPHEN C. MITCHELL, ESQ. Fisher & Phillips, LLP 1320 Main St Ste 750 Columbia, SC 29201-3284

Gloria Santona, Counsel McDonald's Corp 2111 McDonald's Drive Oak Brook, IL 60523 Doreen S. Davis, Attorney Jones Day 222 East 41st Street New York, NY 10017-6702

Andrew G. Madsen, ESQ. Jones Day 77 W. Wacker Drive, Suite 3500 Chicago, IL 60601-1701

JONATHAN M LINAS, ESQ., Attorney Jones Day 77 W WACKER DR., Ste. 3500 CHICAGO, IL 60601-1692

October 2, 2014	Enter NAME, Designated Agent of NLRB
Date	Name
	Signature



REGION 10 233 Peachtree St NE Harris Tower Ste 1000 Atlanta, GA 30303-1504

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

Download NLRB Mobile App

Emily Ricards
Southern Workers Organizing Committee
314 South Wilmington Street, Suite 207
Raleigh, NC 27601

Re: (b) (6), (b) (7)(C) -JKS & K, Inc. d/b/a
Mcdonald's & McDonald's Corp., as Joint
and Single Employers
Case 10-CA-137971

Dear Ms. Ricards:

The charge that you filed in this case on October 02, 2014 has been docketed as case number 10-CA-137971. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JEFFREY D. WILLIAMS whose telephone number is (404)331-2899. If this Board agent is not available, you may contact Supervisory Field Attorney LISA HENDERSON whose telephone number is (404)331-2889.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

(b) (6), (b) (7)(C) -JKS & K, Inc. d/b/a - Mcdonald's & McDonald's Corp., as Joint and Single Employers Case 10-CA-137971

<u>Procedures:</u> We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlrb.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlrb.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

CLAUDE T. HARRELL JR.

Claude T Harvell &

Regional Director

cc: Paul Smith, Esq.

Patterson Harkavy LLP 100 Europa Drive, Suite 420

Chapel Hill, NC 27517



REGION 10 233 Peachtree St NE Harris Tower Ste 1000 Atlanta, GA 30303-1504



Download NLRB Mobile App

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

October 3, 2014

Emily Ricards 14 South Wilmington Street, Suite 207 Southern Workers Organizing Committee Raleigh, NC 27601

(b) (6). (b) (7)(C) -JKS & K, Inc. d/b/a Mcdonald's & McDonald's Corp., as Joint and Single Employers

Case 10-CA-137971

Dear Ms. Ricards:

The charge that you filed in this case on October 02, 2014 has been docketed as case number 10-CA-137971. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JEFFREY D. WILLIAMS whose telephone number is (404)331-2899. If this Board agent is not available, you may contact Supervisory Field Attorney LISA HENDERSON whose telephone number is (404)331-2889.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board

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agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlrb.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlrb.gov or from the Regional Office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

CLAUDE T. HARRELL JR.

Claude T Harrell &

Regional Director

cc: Paul Smith, Esq.

Patterson Harkavy LLP 100 Europa Drive, Suite 420

Chapel Hill, NC 27517



REGION 10 233 Peachtree St NE Harris Tower Ste 1000 Atlanta, GA 30303-1504

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

October 14, 2014

Matthew Korn, Esquire Post Office Box 11612 Columbia, SC 29211

Stephen C. Mitchell, Esq. Fisher & Phillips, LLP 1320 Main St Ste 750 Columbia, SC 29201-3284

Doreen S. Davis, Attorney Jones Day 222 East 41st Street New York, NY 10017-6702

Re:

(b) (6), (b) (7)(C) -JKS & K, Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers Case 10-CA-137971

Dear Mr. Korn, Mr. Mitchell & Ms. Davis:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

CLAUDE T. HARRELL JR.

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Regional Director

(b) (6), (b) (7)(C) -JKS & K, Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers Case 10-CA-137971

ce: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) J-JKS & K, Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers 8584 Rivers Ave

Gloria Santona, Esq. McDonald's Corp 2111 McDonald's Drive

Oak Brook, IL 60523

Charleston, SC 29406

Emily Ricards, Representative Southern Workers Organizing Committee 324 South Wilmington Street, Suite 207 Raleigh, NC 27601

Paul Smith, Esq. Patterson Harkavy LLP 100 Europa Drive, Suite 420 Chapel Hill, NC 27517

Andrew G. Madsen, Esq. Jonathan M Linas, Esq. Jones Day 77 W. Wacker Drive, Suite 3500 Chicago, IL 60601-1701